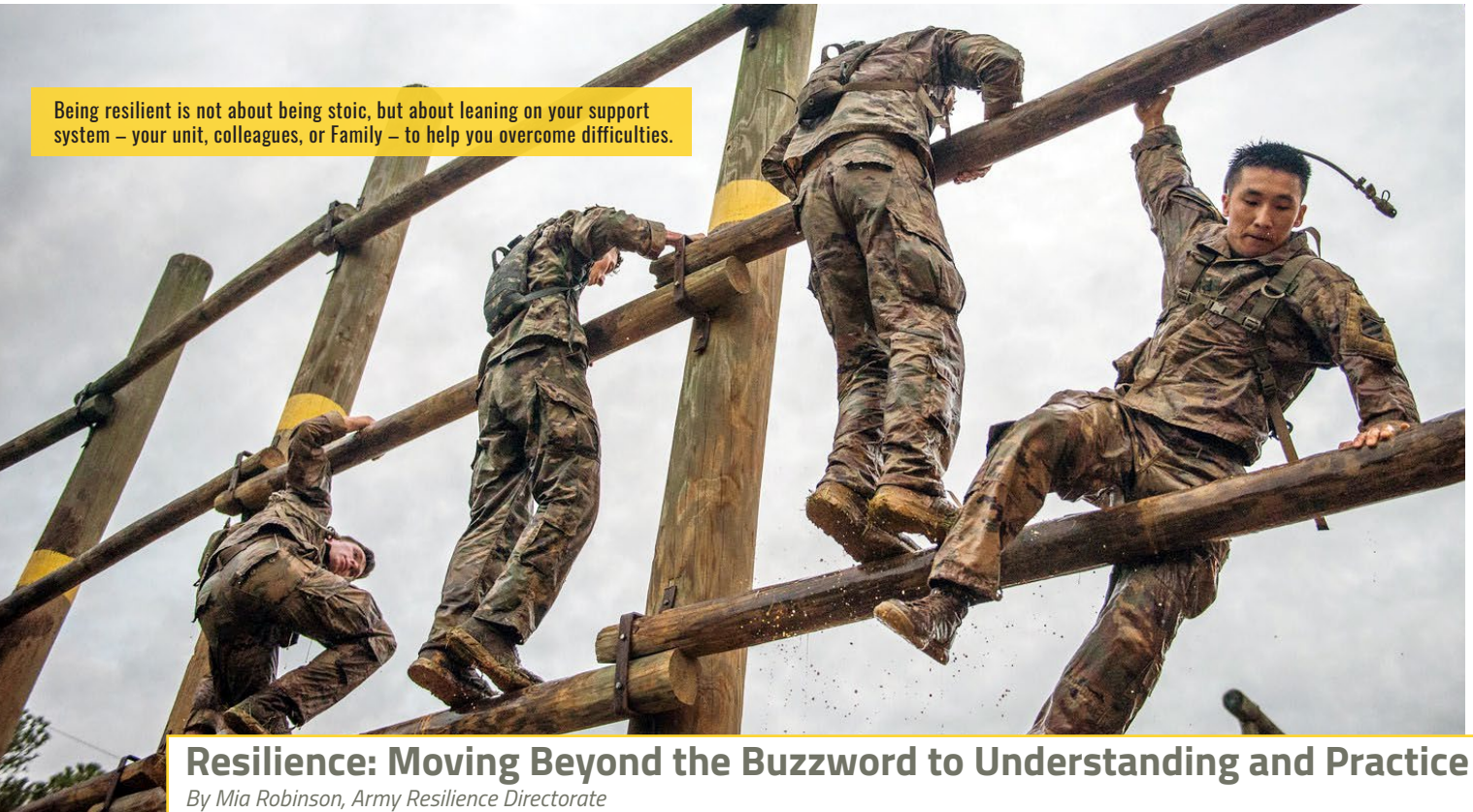




ARMY RESILIENCE COMMUNITYLINK

THE ARMY RESILIENCE DIRECTORATE NEWSLETTER | OCTOBER 2021

Being resilient is not about being stoic, but about leaning on your support system – your unit, colleagues, or Family – to help you overcome difficulties.



Resilience: Moving Beyond the Buzzword to Understanding and Practice

By Mia Robinson, Army Resilience Directorate

When you hear the word 'resilience,' what's the first thing that comes to mind? If you were to ask someone close to you what they think it means to be resilient, what do you think they would say? Most people might define resilience as "the capacity to recover quickly from difficulties; toughness."

But Col. (Dr.) Sam Preston, Army psychiatrist and Chief of the Office of the Surgeon General, Behavioral Health Division, says resilience is much more than being "tough" and overcoming setbacks. A commonly misused, trendy buzzword, resilience is often confused with stoicism – being cool, calm, and collected when subjected to difficult stressors. Preston says that resilience IS NOT the ability of an individual to simply withstand stress. He said being "bulletproof is not resilience." Resilience doesn't necessarily mean toughness – it's not outward, it's an internal experience.

"We often assign (resilience) to the external portrayal of appearing bulletproof. It's OK to show signs of stress. Not showing signs of stress does not mean you're resilient," said Preston.

Preston defines resilience as 'having the ability to take challenges, stresses and the negative energy associated with them, absorb it, refocus, and grow from it.'

Nature vs. Nurture

According to Preston, we're given a biological temperament (nature). We're all born with some level of temperament – i.e., how we respond to anxiety, stress, etc.

Then there's how we were raised (nurture); how we were conditioned to respond to stress – our response and coping mechanisms learned from parents, communities, coaches, and caregivers. Preston said that while those exposed to violence and abuse can bounce back, those traumas can also come back. Self-esteem and self-worth can be negatively impacted as a result, but social conditioning can help one develop resilience. In essence, develop posttraumatic growth.

Healthy/Mature vs Unhealthy/Immature Defense Mechanisms

According to Preston, people have mechanisms to address challenges and stress. For instance, there is a subset of people who 'appear' happy-go-lucky but internally are struggling and do not demonstrate the stress externally. Often these types of people are struggling internally and are not actually addressing their stress and letting it build. Their outward demeanor is to avoid the stigma of looking weak or appearing they lack the skills to solve internal issues. To be truly resilient, they must be willing to engage in the process of receiving the help they need to overcome their internal issues.

Often those supporting a person can add guilt or negativity accidentally when trying to help someone through a challenge by pathologizing them and telling them how they should feel (ex. If you're faced with this challenge, you should feel "x"). Because each individual possesses

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DIRECTOR'S COLUMN

Team,

Suicide is a tragedy. It harms Soldiers, Families, and units, and it undermines readiness. People are our first priority, and it's important for the Army to understand this problem. Reasons for death by suicide are complex and there are no easy answers. As I explained during the [AUSA Thought Leaders webinar](#) on suicide prevention last month, the Army is beginning a deep dive into suicide data from the last couple of years. We will analyze the data to see if we can identify any factors we've missed that will tell us why, as reported in the [Department of Defense's Annual Suicide Report for 2020](#), the Army has experienced a persistent increase in suicides annually over the last five years.

In the coming months, the Army will release a revised suicide prevention policy and pamphlet. The Vice Chief of Staff of the Army will also lead a Chain Teach event to be rapidly fielded across Army Commands. The Chain Teach will be supplemented by a Commanders Guide to Implementing the Suicide Prevention Program, which is currently in development. The aim is to help leaders lower the risk of suicide and build protective factors in their Soldiers and units. We are working to address contributing factors to suicide, such as financial or relationship problems, before they turn into a crisis. Building resilient, cohesive teams with engaged leaders who foster a culture of trust and intervention is key.

Winter and the holidays can be a tough time for folks, especially as some COVID restrictions remain. This winter ARD will launch a Strengthening Readiness and Resilience Campaign that will raise awareness, give actionable tips, and provide resources for Soldiers, Family members and the Total Army Force to strengthen their resilience. Materials will include social media posts, infographics, and written content. Help us spread this important messaging by sharing the info from the ARD Facebook and Twitter pages at [@ArmyResilience](#), from the ARD website at [www.ArmyResilience](#).

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Army Launches Fusion Directorate Pilot to Improve Services for Sexual Assault Victims

From U.S. Army Public Affairs

WASHINGTON - As part of the planned redesign of its Sexual Harassment/Assault Response and Prevention program, the Army will launch a one-year pilot establishing a fusion directorate designed to care for, protect and empower victims. The fusion directorate will offer an additional reporting mechanism and coordinated medical, investigative, legal and support services that are independent of a victim's immediate command.

"Soldiers and DA Civilians must feel comfortable raising allegations of sexual harassment or sexual assault, quickly receive the care and services they need, and be treated with dignity and respect throughout the process," said Lt. Gen. Gary M. Brito, the deputy chief of staff of G-1 and a tri-chair of the People First Task Force, which is leading efforts to redesign the SHARP program. "The fusion directorate is designed to ensure that sexual assault victims experience a supportive and compassionate response from a team of professionals working under the direct oversight of a senior commander."

This victim-centered model aims to increase accountability, transparency, and efficiency. This will be done by coordinating care providers, investigators, and criminal prosecutors from a single directorate, allowing them to maximize their efforts and keep victims better informed at each step of an emotional and complex process. The fusion directorate and its assigned staff will operate outside of a victim's immediate chain of command, offering an additional mechanism for reporting sexual assault or sexual harassment incidents.

The fusion directorate concept is designed so that it can be adjusted to comply with any future changes in federal law or Department of Defense policy. The Army will also study ways to professionalize and incentivize career tracks for sexual assault coordinators and victim advocates, a key recommendation of both the Fort Hood Independent Review Committee (FHIRC) and the Independent Review Commission on Sexual Assault in the Military.

Aberdeen Proving Ground, Maryland; Schofield Barracks, Hawaii; Fort Bragg, North Carolina; Fort Irwin, California; Fort Riley, Kansas; and Fort Sill, Oklahoma, will host pilot sites, which are expected to open in early 2022. In addition, the Army Reserve will pilot a virtual fusion directorate for the 99th Readiness Division. At each of the seven pilot sites, the director of the fusion

directorate will report to the senior installation commander, increasing the level of oversight.

The Army National Guard is not currently participating in this pilot due to the complex, joint nature of this organization. The National Guard serves a unique dual mission across 50 states, three territories and the District of Columbia, each with their own laws. There are multiple types of duty status for Guard Soldiers, who can be deployed by their state governor or the federal government. However, all components, including the National Guard, are actively involved in the planning effort to ensure that the fusion directorate model will work Army-wide. The National Guard will develop a product that meets the intent of the fusion directorate, which will include both Air National Guard and Army National Guard.

The Army's People First Task Force is working with Army organizations, including the Assistant Secretary of the Army for Manpower and Reserve Affairs, to develop pilot metrics, which should be finalized by October 2021. Senior leaders will use the results of this pilot program in order to make informed decisions on if and how the program should be expanded Army-wide.

Acting upon FHIRC recommendations, the People First Task Force is developing options for redesigning the SHARP program to both improve survivor support and focus on prevention. The fusion directorate pilot is one part of that effort.

The Army continues to make policy changes to help ensure that a Soldier's report of sexual harassment or sexual assault is always met with a timely and effective response. In May, the Army issued a directive implementing several SHARP-related findings and recommendations from the FHIRC report.

The directive included provisions improving the issuance of military protective orders and the process by which sexual assault victims receive case notifications. In addition, for sexual harassment complaints, commanders must appoint investigating officers from outside the brigade-sized element to which the subject of the investigation is assigned.

The Army is taking action to implement each of the 70 recommendations set forth in the FHIRC report. Although the FHIRC report focused on the command climate and culture at Fort Hood, its findings are relevant to the entire Army and its more than 1 million Soldiers.

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MAKE YOUR VOICE HEARD FOR SAAPM

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Name Change Underscores ASC's Commitment to Workforce Readiness

By Greg Wilson, ASC

The U.S. Army Sustainment Command combined several wellness programs under one new division within G-1. It is now known as the R2 & Integration Division, with the R2 standing for Ready and Resilient.

The R2 umbrella consists of programs such as the Sexual Harassment/Assault Response and Prevention program, Equal Opportunity, Health Promotion and Wellness, Suicide Prevention Program, Army Substance Abuse Program, and the Ready and Resilient program. All of these programs address specific needs and are considered vital to enabling personal and unit readiness.

That integration change was made as a result of ASC's Shape the Fight initiative, bringing a new approach to management and intended to better serve Civilians

and Soldiers. Integration is a separate effort and ensures all G-1 Divisions are synchronized and operating holistically, integrating the full spectrum of human resources to enable readiness throughout the command, the RIA Community, the U.S. Army Materiel Command, and the Army.

"Invest in Your Well-Being" is our theme," said Mary Ann Wicks, Resilience program manager and Master Resilience Trainer. "It combines our programs perfectly. Well-being is the overall state of wellness and encompasses the Army's Five Dimensions of Personal Readiness: Physical, Emotional, Social, Spiritual, and Family."

Read more: <https://www.army.mil/article/249902>



Choose to Lose Team, "Taco 'Bout Getting' Fit," includes Kimberly Conrad, Congressional Affairs Office, U.S. Army Sustainment Command, along with Rachel Basala, and Trish Hulett, Protocol Office, ASC. (Photo by Greg Wilson)

NCO Shows How to Approach Setbacks With a Resilient Mindset

By Shirley Tien, Army Resilience Directorate

Life always has obstacles.

Whether it's struggling with Family or battle buddies issues, every Soldier must overcome challenges. Out of the five dimensions of resilience (Physical, Emotional, Social, Spiritual, and Family), the biggest hurdle is emotional according to Sgt. 1st Class Jasmine Flowers, Master Resilience Trainer (MRT) - West Alpha Regional Program Manager at Fort Carson, Colorado.

"A lot of Soldiers struggle with the idea of mission first, accomplish the mission, and still maintain some type of emotional capacity in their personal and professional life," said Flowers. "Not really understanding how the emotional dimension ties into resilience is one of the biggest struggles for Soldiers because we're taught to shoot, move, communicate, execute."

When a Soldier is able to understand the complexity of their emotions and utilize them to face difficulties instead of hindering them, the path to resilience is more obtainable.

So, what can be done to build resilience? Flowers advise

Soldiers to, "focus on what they can change and not what they can't." Flowers says, "It's kind of like optimism, but being realistic about it as well, and knowing that if you're putting your best foot forward in the areas you want to improve, you will receive some type of success. It may be a little bit but it's better than what it was."

As a resilience success story herself, Flowers was at the pinnacle of her dream job with the 4th Security Forces Assistance Brigade but an unexpected need for back surgery changed that. Instead of allowing this obstacle to discourage her from achieving her goals, she used her recovery time to pursue opportunities. She discovered her purpose as the MRT- West Alpha Regional PM which positioned her to reach MRT Level Three, one of the highest MRT certification levels, which now enables her to pursue becoming an Assistant Primary Instructor with the Army Resilient Directorate. "Even though you may feel like...what I had originally planned on doing didn't work out, look at all the great doors that were opened," said Flowers.

Life challenges are inevitable. Face any setbacks head on, be open to pivot, and use your experience to create a better path for yourself - you'll never know the opportunities that arise - and continue to search for your purpose.

Flower's Top Three Strategies to Overcome Obstacles

Prioritize: "Focus on the good rather than the bad." When you prioritize the positive aspects of your life, the negative things seem less significant.

Communicate: "Establish boundaries for when you're in the right mindset to have a discussion." When emotions are disorganized, it's better to openly verbalize a good time to talk with people when confronting any concerns or issues.

Patience: "It's a journey not a sprint." Feelings of anxiety or anger due to trials of life may be diminished when your timeline is more flexible. Things take time.

Character Counts: Webinars Focus on Ethics, Spirituality, and Character

By David Gercken, Army Resilience Directorate

Character counts. It is paramount in developing morally strong, disciplined Soldiers, creating units and organizations with environments that are open, inclusive, and team oriented and can influence positive behavior and decision making. This was the message presented by two recent Army Resilience Directorate webinar guests.

Pete Kilner, the Hottell class of 1964 Chair for Character Development at the United States Military Academy, is responsible for teaching ethics and developing West Point Cadet's character. He views developing good character as both critical to successful individuals and units as well as an answer to many of the destructive behaviors the Army deals with including substance abuse, sexual harassment, and sexual assault. According to Kilner, "Good character, which is constituted by being a virtuous person, leads to a flourishing life and a good society. And so many of the destructive behaviors we see in the Army are a result of bad character." During August's webinar Kilner provided participants with an ethical framework for overall character development that focuses on the whole individual

and not just singular incidents. "Rather than just trying to address those individually (destructive behavior), if we focus more on developing the character of our Soldiers and creating a culture of character growth in the Army, then we can create a culture in which those bad behaviors just don't happen, or where they happen much less," he added.

September's guest, Lisa Miller, a clinical scientist, Columbia University professor, and best-selling author, discussed the importance of having a strong spiritual core and its impact on a person's outlook and behavior. Noting that while a person's spirituality may consist of religious or non-religious components, studies indicate that individuals with a sense of their own spirituality tend to have a positive mental outlook. Calling spirituality a force multiplier, Miller noted its importance in decision-making, recovering from traumatic incidents, and addressing the same destructive behaviors Kilner discussed. "It is protective against addiction, depression, and even suicidality. It is foundational to not just recovery, but renewal. It is the seat of persistence, grit, optimism, and character. It is the shared awareness

of sisterhood and brotherhood in relational ethics, very far upstream of the harmful behaviors," Miller said. In addition to her own extensive work, Miller shared several additional studies and other research which provided participants with key insights into the scientific basis for developing an individual's spirituality.

ARD webinars present great topics like ethics, character, and spirituality every month in support of the Sexual Harassment/Assault Response and Prevention, Army Substance Abuse and Suicide Prevention programs. Many webinars are eligible for Continuing Education Units that Sexual Assault Response Coordinators and Victim Advocates can use to maintain their certification. Upcoming guests include the SHARP Academy at Fort Leavenworth, Kansas, the Men Can Prevent Rape Organization from Washington, D.C., and Army Behavioral Health. For additional information or to sign up to receive notifications of upcoming webinars please visit the ARD website at www.armyresilience.army.mil.



New SHARP Policy Grants Additional Services to Army Civilians

By Thomas Brading, Army News Service

WASHINGTON — The safety and well-being of all Department of the Army Civilians, or DACs, is at the forefront of a policy unveiled Sept. 17, which now allows them to receive Army Sexual Harassment/ Assault Response and Prevention services.

“Our Army Civilians deserve our support if they are victims of a sexual assault,” said James A. Helis, director of the Army Resilience Directorate, which oversees the SHARP program. “We ask our Army Civilians to support the prevention of sexual assault, to take sexual assault training, and to intervene when they can; the very least we can do is to be by their side if they themselves are the victim of sexual assault.”

The new policy is another example of the Army’s commitment to eliminate harmful behaviors, like

sexual assault, from its workforce, which impact all aspects of readiness including unit cohesion, trust, and good order and discipline, Helis said.

“The Army has worked tirelessly to ensure parity for Army Civilians when it comes to SHARP services,” said Jill Londagin, SHARP program director.

In the past, only DACs working overseas or in a deployed environment qualified for limited SHARP services. The only exception was if DACs were also dependents.

“When this program first started, it was believed that (non-deployed) Civilians would already have access to victim services in their communities,” she said.

The latest policy opens the door for DACs to receive SHARP services, whether appropriated or non-appropriated Civilians, regardless of where they are in the world. However, despite not including contractors or interns, those individuals can still see a sexual assault response coordinator, or SARC, to ask questions about finding resources without making a report.

The policy also lets DACs choose unrestricted reporting using multiple routes, including SARCs; victim advocates, or VAs; or victim representatives, or VRs. Unrestricted reporting allows victims of sexual assault who desire to receive medical treatment, counseling, SARC and VA assistance, and an official investigation of the crime.

Read more: <https://www.army.mil/article/250318>

Army Moves to Vignette-Driven Sexual Assault Prevention Training

By Scott Gibson, U.S. Army Combined Arms Center

The Army Sexual Harassment/Assault Response and Prevention Academy is rolling out a revised SHARP Annual Refresher Training Support Package to better enable leaders, at all levels, to deliver annual refresher training in a leader-led small-group format.

The new training package, which was recently rolled out as a pilot program to several units Army-wide, eliminates the previous approach to refresher training consisting of a PowerPoint slide presentation in a classroom environment; opting instead for a more direct and interactive approach of open dialogue through vignettes with a goal of ensuring that all members of the Army profession, Soldier and Civilian, understand and can apply the fundamentals of prevention and response.

“The old training put emphasis on SHARP program knowledge, neglecting skillsets required to intervene,” said Sgt. 1st Class Michael Drapala, Victim Advocate for the Medical Center of Excellence at Joint Base San Antonio, Texas, one of the Army Units who have conducted the pilot training. “The new SHARP training, when done properly, allows for guided conversations with small groups that fully engage the Soldiers involved.”

One of the main differences in the pilot refresher training is the decision by the Army to replace



Soldiers stop by the sexual assault prevention exhibit to learn more about reporting options. (Courtesy photo)

slideshow presentations, opting instead to use the “SHARP Reference Card” (GTA 19-11-001), along with five modules and 15 vignettes contained in the TSP as the primary resources to execute the training.

“The vignettes throw in a twist to what we normally see with SHARP training,” Drapala said. “The critical thinking skills kick in as they run through and discuss different scenarios and how they would react. This builds skills and the confidence to intervene when

needed and the majority of Soldiers I have spoken with list the vignette portion of the training as their favorite part.”

Drapala believes the training will be more impactful in three key areas; command presence, intervention skill development, and confidence. “When these three areas are improved upon we will have a solid base for prevention measures,” he said.

Another key change for the new SHARP refresher training support package is its empowerment of leaders to get in front of their formations armed with the same knowledge that previously had been left only to SHARP professionals, according to Sgt. 1st Class Kacie D. Chavez, the Sexual Assault Response Coordinator for the 728th Military Police Battalion at Schofield Barracks, Hawaii.

“If they (leaders) do not know this information and they have a Soldier who is struggling and has gone through a traumatic event, it is so important that they know the resources and steps to get the Soldier help,” Chavez said. “It also enables the Soldiers, who are seeing their leaders be so knowledgeable, regain trust and confidence within their leadership.”

Read more: https://www.army.mil/article/249523/army_moves_to_vignette_driven_sexual_assault_prevention_training

PROTECTIVE FACTOR: RESILIENCE

Building resilience takes time and intentionality. Elevate your resilience by:

- Being aware of your thoughts
- Focusing your energy on things you can control
- Maintaining a positive outlook
- Learning from your mistakes and failures
- Knowing and accepting setbacks are temporary



Protective factors are skills, strengths, and resources that help Soldiers deal effectively with challenging situations. To learn more visit: www.armyresilience.army.mil



Uncovering True Resilience *RESILIENCE Continued from page 1*

different strengths and coping mechanisms, two people may have different internal responses to the same experience. Focusing on listening to the person's experience and asking them how they are managing the event is better than assigning emotion to them, and following up on the conversation is just as important because emotions can change over time.

Want to boost your resilience? Follow these tips by Preston to improve your quality of life:

1. **Get to know yourself.** Be true and faithful to who you are, be honest to yourself, and be aware of what your limits are – and if you are exceeding what you can bear. Appreciate what your mind and body are telling you: is a situation affecting your sleep, are you drinking or smoking more than usual, do you lose your train of thought in a conversation, is your work performance lacking?

Once you're self-aware you can start putting healthy coping mechanisms into practice.

2. **Learn to name your stress.** Not all stress is the same. It comes from different places like work, your relationship, poor or inadequate diet, financial insecurity. Identifying the type of stress you are experiencing (i.e., financial stress, relationship stress, work stress) allows you to focus on addressing it. Do not sit with the feeling, identify its source and seek methods to address it.
3. **Be gentle with yourself.** Treat yourself as you would treat other people – don't be overly judgmental – give yourself permission to seek help just as you would encourage others to do the same.
4. **Whatever it is, you are not alone.** There is help available. If you see someone else struggling,

reach out – you might help someone make it through. A good place to start is Military OneSource at www.militaryonesource.mil. Military OneSource provides confidential non-medical counseling online or over the phone to get you on the road to wellness. For severe issues or safety concerns, the Military Crisis Line can also provide immediate support: www.veteranscrisisline.net/get-help/military-crisis-line. Both Military OneSource and the Military Crisis Line are available to Soldiers, Veterans, and their Families. Lastly, self-help phone applications that are free and designed to assist personal improvement, sleep, mood, and relationships are available at <https://mobile.va.gov/appstore/mental-health?page=1>.

Florida's Drug Demand Reduction Outreach Program Named Third-Time Winner of Secretary of Defense Community Drug Awareness Award

By Sgt. 1st Class Carmen Fleischmann, Florida National Guard Counterdrug Program

ST. AUGUSTINE, Fla. –For the third time in as many years the DOD named the Florida National Guard Counterdrug's Drug Demand Reduction Outreach (DDRO) Program a Red Ribbon Award Winner. The program excelled above the other 53 states and territories, and this year secured the 31st Annual Secretary of Defense Community Drug Awareness Award.

Directorate could not be any prouder of what you and the Florida National Guard Drug Program Team have accomplished. Through your dedication and hard work that you do on a daily basis, we know that the Soldiers, Family members, Retirees and Civilians you work with are well served by the best. The Army is fortunate to have a team like yours at our six!"

As a testament to the program's success, Florida also received the 29th and 30th Annual Secretary of Defense Community Drug Awareness Awards for their prevention efforts during fiscal years 2019 and 2020.

The Florida Counterdrug Program began in 1989 to support anti-drug community-based organizations throughout Florida. Today, the DDRO program actively continues substance abuse prevention efforts throughout the state's high-risk counties through a variety of efforts. With a population increase of 8.6 million people over the years, Florida's communities now look quite different and unfortunately, some are battling grave impacts due to significant increases in fatal and non-fatal drug overdoses.

"This award is prestigious not only for the Florida Counterdrug Program, but also for the Florida National Guard as a whole, especially since it's the third consecutive year DDRO has been recognized at the national level by receiving a Department of Defense award," said Lt. Col. Matthew Coates, Florida Counterdrug Coordinator.

DDRO recognizes the first step in reducing substance use disorders and overdoses is through the implementation of evidence-based prevention programs that target youth ages 18 and younger prior to first exposure.

Mr. Tom Gilliard, Army Deterrence Program Manager, echoed Coates' sentiments as he praised the Florida Counterdrug program for their accomplishment. "The Leadership and Team here at HQDA, G-1, Army Resilience



Capt. Michael Coy, newly appointed director of the Florida National Guard Counterdrug's Drug Demand Reduction Outreach Program provides a Night Vision presentation to North Florida students in 2019. Florida's DDRO was recently awarded the Secretary of Defense Community Drug Awareness Award for the third year in a row due to their outstanding work with drug-free coalitions and schools.

Read more: <https://www.dvidshub.net/news/404605/floridas-drug-demand-reduction-outreach-program-named-third-time-winner-secretary-defense-community-drug-awareness-award>

SHARP Program Changes Continue *DIRECTOR'S COLUMN Continued from page 2*

Army.mil or download and share from the Products on Demand site at <http://marcomcentral.app.pti.com/Ironmark/ARDMaterials>.

The People First Task Force continues to develop models and tools for holistic prevention of suicide, as well as for other challenges that face our Total Army Force, including sexual assault. It is exploring how to synchronize prevention efforts through a SHARP Fusion Directorate pilot. More information on the

organization of the Fusion Directorate can be found on page 2.

Other changes within the SHARP program include the recent exception to policy authorized by Army Directive 2021-30. It gives Department of the Army Civilians the option of filing an unrestricted report when reporting a sexual assault and makes them eligible to receive SHARP victim advocacy services from Sexual Assault Response Coordinators, Victim Advocates or Victim

Representatives. Previously, only DACs serving overseas had access to limited SHARP services. To learn more about the new policy see page 4.

It is a privilege for me to work with the outstanding team of professionals at ARD on these critical issues facing the Army. The work you do is important. You are making a difference. Thank you for your dedication to our Soldiers.

Army Strong!
James A. Helis, Ph.D.

AROUND THE FORCE

- ▶ SHARP
- ▶ Suicide Prevention Program (SP2)
- ▶ Ready and Resilient
- ▶ ASAP



Army SHARP Academy SARC/VA Career Course Graduation Awardees

FORT LEAVENWORTH, Kan. – On Sept. 24, the Army SHARP Academy graduated 31 students from the SARC/VA Career Course. During each course graduation ceremony, individuals are recognized by the ASA staff and their peers for their exceptional performance. Col. Lawrence Burns, SHARP Academy Director, and Col. Michael Jeffries, Command Chaplain, U.S. Army Combined Arms Center, personally recognized each of the Class 20-007 recipients. The awardees were Sarah Abner, Redstone Arsenal, Ala., who received the Academic Excellence Award, Staff Sgt. Shanique Nelson, Fort Irwin, Calif., who received the Spirit Award, and Sgt. 1st Class Wesley Buhr, Schofield Barracks, Hawaii, who also received the Spirit Award. Congratulations and best of luck to all Class 20-007 graduates! (Courtesy photo)



Future Generation of SHARP Leaders Carry Forth the Program's Mission to Eliminate Sexual Harassment/Sexual Assault

HAWAII – Graduates of the 80-hour SHARP foundation class of the USARHAW SHARP program pose for a photo. The SHARP program provides unity of effort for sexual harassment and sexual assault prevention efforts across Hawaii and the Army. The SHARP Program's mission is to promote an Army culture and command climate that adheres to the Army Values and ensures that every Army Soldier, Family member, and eligible DA Civilian will be always treated with dignity and respect and in all circumstances. Acts of sexual harassment are unacceptable and are not tolerated in the Army. Sexual assault is a criminal offense that has no place in the Army. No team member should tolerate sexist behaviors, sexual harassment, or sexual assault in our Army. (Courtesy photo)



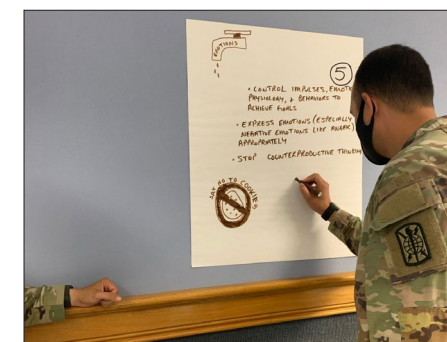
Proclamation Signed for Suicide Prevention Month

FORT IRWIN, Calif. – The National Training Center and Fort Irwin continues to be committed to preventing suicide among its Soldiers, DA Civilians, Family members, and Retirees. NTC Soldiers, leadership and community members participated in a 5K to raise Suicide Awareness on Sept. 1. The event began with the signing of a proclamation to remember those affected by suicide, to raise awareness, and to focus efforts on directing support to those who need it most. September is Suicide Prevention Month, and during this month, the Army elevates the conversation of suicide prevention and the challenging issue of suicide. Suicide prevention is a top priority for the Army, and it places emphasis on suicide prevention every day of the year. (Photo by Rodney Lengele)



Taskmasters Conduct Eagle Day Activities

FORT CAMPBELL, Ky. – The Taskmasters Battalion recently conducted their monthly Eagle Day activities to build unit cohesion, morale, and esprit de corps! Stations included a bridge building obstacle course, a strength and conditioning circuit, a cup pyramid building table, an endurance activities challenge, and a bomb diffuser simulation. All these activities required the teams to work together, communicate, and overcome adversity to successfully navigate the challenges. Taskmaster Soldiers also received numerous briefs later in the morning. They received information regarding proper nutrition, environmental safety, and Soldier well-being. (Courtesy photo)



How Mental Resilience Training Can Apply to SHARP

HAWAII – A Soldier notes to “control impulses” and “express emotions (especially negative emotions like anger) appropriately” which coincides with the messaging of prevention of negative behaviors on the Sexual Harassment and Sexual Assault Continuum of Harm. Controlling impulses prevents unwanted behavior between Soldiers. Behaviors on the Continuum of Harm include inappropriate jokes or disparaging comments, including on social media, and cat calls. (Courtesy photo)



When Alcohol Meets Prosocial Behavior

VICENZA, Italy – Recently, the R2 Performance Center paired up with the Army Substance Abuse Program to conduct the Southern European Task Force Take Action Training. Over 70 SETAF Soldiers participated in this training, which consisted of understanding the effects of alcohol in the body as well as how we can effectively engage in prosocial behavior—the willingness to do things to benefit others, potentially with no benefit to ourselves—and step in to keep other Soldiers safe when we may see cases of overdrinking or misbehavior due to alcohol. (Courtesy photo)



Don't Wait Until the Last Minute to Renew Certification Through D-SAACP

By David Gercken, Army Resilience Directorate

"I'll wait, it only takes a minute," could not be further from the truth when it comes to maintaining certification as part of the Department of Defense's Sexual Assault Advocate Certification Program. Maintaining this certification is a requirement for individuals serving as a Sexual Assault Response Coordinator or a Sexual Assault Prevention and Response Victim Advocate. DOD Sexual Assault Prevention and Response partners with the National Organization for Victim Assistance to administer requirements related to the program.

Certification is good for two years and while it is only necessary to recertify once every 24 months, the process of meeting the necessary professional development and continuing education requirements should be a continual process.

Requirements for Recertification

According to DOD Instruction 6495.03 individuals must:

- Undergo or have undergone the required assignment eligibility screening, not have a disqualifying condition, and the commander, supervisor, or appointing authority must have made a favorable determination of continued assignment eligibility.
- Submit DD Form 2950-1 by the pre-set deadline that precedes the credentialing expiration date. Pre-set deadlines are located at <https://sapr.mil/>. The application deadlines are Oct. 31, Jan. 31, April 30, and July 31 with the D-SAACP Review Committee meeting in November, February, May, and August of every calendar year.
- Annotate 32 hours of Continuing Education Units (CEUs). CEUs must be completed within 2 years of certification but applicants may begin acquiring CEUs upon receiving official notice via email that their certification application

has been approved and they have their unique alpha-numeric number. Applicants renewing for a second time or more cannot repeat CEU's from within the same certification renewal period.

- Seek training in emerging issues related to victim-focused and trauma-informed victim advocacy and care. Continuing education must be related to sexual assault prevention and response and other cross-cutting topical areas for building victim advocacy skills.
- Take two hours of victim advocacy ethics training, which counts toward the 32-hour requirement, which is related to the duties and responsibilities of SARCS and SAPR VAs and includes the SAPR professional code of ethics.
- Complete the Safe Helpline 101 training. The Safe Helpline training may be completed via an in-person session or completed online at www.safehelpline.org. The Safe Helpline 101 training counts toward the 32-hour requirement.
- Submit completed forms to: dsaacp@trynova.org

The Army is committed to providing a high-quality response and supportive care to sexual assault survivors. Recertifying and maintaining certification for SARCS and VAs under D-SAACP is a key component in delivering both. Don't wait until the two-year mark and risk not being able to recertify, it takes more than a minute.

For further information and to download forms go to www.sapr.mil/d-saacp, for additional resources, including a list of CEU Opportunities from NOVA go to www.trynova.org/credentialing/d-saacp-dod/, and for information of Army Resilience Directorate Outreach Webinars, which frequently offer CEUs, visit www.armyresilience.army.mil/ard/webinar.html.



NSS 21-03 class photo. (Photo by Sgt. 1st Class Kristi Clark, ASEP)

SMA, ARD Senior Enlisted Advisor Visit Nominative Spouse Seminar

From the U.S. Army War College

CARLISLE BARRACKS, Pa. - Sgt. Maj. Sharita Onugha visited the U.S. Army War College, Aug. 1-6, to explore the core resilience curriculum presented by the Army Resilience Directorate's Senior Master Resilience Trainer-Performance Experts at the Nominative Spouse Seminar. Sgt. Maj. of the Army Michael A. Grinston also stopped by. The senior leader spouses were asked to participate in small group discussions focused on expectations in their new roles, the Army's interaction with Congress, Total Force programs, opportunities, challenges and more. In return, the MRT-PEs provided a core curriculum that focused on resilience, character strengths, critical thinking, and communication, as well as new leadership ideas and techniques essential to making a positive impact on the Army mission, Army Families, and various facets of life. The spouses were especially excited to learn about ARD's capability portfolio with emphasis on the R2 Performance Centers and all that is available to our Soldiers, Families, and DA Civilians.



Helis: Army Must Do More to Combat Suicide Among Soldiers

From the Association of the United States Army

The Army can do more to help prevent suicides among Soldiers, according to a senior leader, who said the service is about to begin a “deep dive” into the cause of suicides over the past two years among young active-duty Soldiers.

While suicide prevention is “an item of top priority for the Army senior leadership ... a lot of our programs are not well synchronized, and we have to do a better job of organizing ourselves to holistically address suicide prevention,” James Helis, director of the Army Resilience Directorate, said Sept. 21 during a Thought Leaders webinar hosted by the Association of the U.S. Army.

The Army’s People First Task Force, which was stood up in December 2020 in the wake of the Fort Hood Independent Review, has begun

developing models and tools for holistic prevention of harmful behaviors such as sexual harassment, sexual assault and substance abuse.

These programs can help bring leaders closer to their Soldiers and build the kind of trust that’s needed to have difficult conversations and get people the help they need before it’s a crisis, Helis said.

The majority of suicide deaths in the Army involve active-duty male Soldiers in the rank of staff sergeant and below who are in combat arms MOSs and have access to the privately owned weapons used in the majority of suicides, Helis said.

“We’re trying to look at some sources, such as

financial counseling, relationship counseling, parenting skills, substance abuse counseling, so that the challenges that are reaching a crisis point when a Soldier dies by suicide are addressed early and taken care of before it turns into a crisis,” Helis said. “That’s true prevention of suicide. It’s looking at the problem holistically.”

The Soldiers who die by suicide, he said, have “singularly or in combination” relationship problems, a work-related or legal issue involving the Uniform Code of Military Justice, financial troubles or behavioral health challenges.

Read more: <https://www.ausa.org/news/helis-army-must-do-more-combat-soldier-suicide>

Fort Carson Alcohol Substance Abuse Program Snags Red Ribbon Honor

By Scott Prater, Fort Carson Public Affairs Office

FORT CARSON, Colorado. — Fort Carson’s Army Substance Abuse Program has not only earned the Secretary of Defense’s Community Drug Awareness Award for the third consecutive year, recently it became the Army’s sole winner of the award for the fourth time in five years.

“Fort Carson ASAP exhibited and excelled in providing outstanding services to its community,” said Tom Gilliard, Army Deterrence Program manager. “This is evident in the ASAP team being recognized as the Red Ribbon Award winner for the Army. This team epitomizes ‘Army Strong’—well done.”

Clearly, the staff at Fort Carson ASAP are setting a standard for other installations to follow.

“Drug and alcohol abuse is obviously contrary to an effective fighting force, so we have a huge mission in (providing) prevention,” said Bill Lana, Fort Carson ASAP program manager. “ASAP is a prevention and deterrence program. That’s getting people not to abuse substances in the first place.”

The program provides five different services: prevention and education; risk reduction, which involves conducting anonymous surveys and data collection for units; suicide prevention; employee assistance (Civilian employees); and drug testing.

“We can tailor classes specifically to what a unit commander is seeing,” Lana said. “Any time a commander wants some education or training for themselves or their Soldiers, they reach out to us. We then provide ASAP specialists, who teach tailored classes on whatever a commander is looking for, be it a general



FORT CARSON, Colo. City of Fountain firefighters rescue simulated car crash victims during a mock-DUI event at Fountain Fort Carson High School during spring 2020. (Courtesy photo)

training or something more specific. For instance, we can teach DUI prevention, or even address some new drug that pops up such as LSD, steroids or THC Ace, a new light version of marijuana.”

All told, Lana manages a staff of 14 team members at Fort Carson ASAP, including program specialists, managers, counselors and administrators.

“Creativity is probably what gets us noticed for this award,” Lana said. “Every ASAP across the world will set up a table with information, literature and maybe some giveaways during their campaigns, and we do that, but we like to take it one step beyond.”

Back in 2020, the time frame for this most recent Red Ribbon Award, Fort Carson ASAP team members created a mascot, known as

ASAPasaurus, to interact with children and adults during community events.

“That ASAPasaurus gave us something different, and it’s just one little thing that draws attention,” Lana said. “ASAPasaurus even participated in a 5K race on post last year, for example, and was a big hit among the runners. We are always looking for interesting ways to get the message out.”

ASAP team members also conduct community events each year. The organization partners with the Directorate of Emergency Services and Fountain Fort Carson School District 8 to host a mock-DUI crash scene, where students witness potential devastating effects of drinking and driving in a realistic scenario, complete with emergency medical technicians, fire fighters, ambulances and a flight-for-life helicopter evacuation. Other times, ASAP has hosted events that help parents and military leaders identify indicators of drug use that may be occurring in their homes and in Army barracks. They’ll typically stage a mock-bedroom scene, where they’ll plant various pieces of drug paraphernalia amongst normal bedroom items. The idea is to show event attendees how seemingly innocuous items can be clear indicators of drug use.

While Lana and Anthony McCollin, ASAP prevention branch chief, are often the face of Fort Carson’s ASAP during outreach events, McCollin said the program’s heavy lifting is done by its team members who work in the program’s drug testing, drug-use prevention and unit training segments.

Read more: www.army.mil/article/250255/carson-asap-snags-red-ribbon-honor



ARMY RESILIENCE

THE ARMY RESILIENCE DIRECTORATE NEWSLETTER

OCTOBER 2021

SPEAK OUT

If you could send a strong message to your leaders and fellow Soldiers, what would you say? What would it look like?

For Sexual Assault Awareness and Prevention Month 2022, we invite Soldiers to develop a call to action to fellow Soldiers, leaders, and the Army, to eliminate sexual harassment and sexual assault. Send your ideas for a SAAPM 2022 theme along with a poster design that illustrates your theme. See the Speak Out! For SAAPM 2022 page at www.ArmyResilience.Army.mil/SHARP/SAAPM2022

UPCOMING EVENTS

National Association for Behavioral Intervention and Threat Assessment (NABITA)
November 9-10: The conference focuses on the field of behavioral intervention, threat assessment, and case management for schools, campuses, and workplaces. **Location:** Virtual **Learn more:** www.nabita.org/conferences/2021-nabita-annual-conference/

National Association of Addiction Treatment Providers (NAATP)
December 7-9: This leadership conference remains unique and critically important as the leading educational and networking event within the addiction treatment field. **Location:** Denver, Colorado. **Learn more:** www.naatp.org/training-events/national-addiction-leadership-conference

Army Profession Forum (APF)
December 8-9: The APF serves as a platform for senior Army leaders to discuss topics relevant to the profession. **Location:** Alexandria, Va. **Learn more:** <https://capl.army.mil/apf>

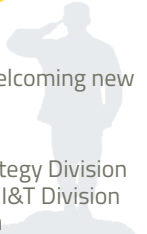
WGR Survey
December 9, 2021-March 3, 2022: The Workplace and Gender Relations Survey of Military Members (WGR) generates DOD's official prevalence estimates for prior year sexual harassment, sexual assault, and gender discrimination in the Army. Data from the WGR informs the improvement or development of policy and programs. **Learn more:** <https://dodsurveys.mil>

HAIL AND FAREWELL

We invite the Army Resilience Directorate community to join us in welcoming new members to the ARD headquarters.

Hail

- Mr. Antwaun Parrish, Strategic Communications Specialist, Strategy Division
- Master Sgt. Eric Albrecht, Substance Abuse Deterrence NCO, R2I&T Division
- Dr. Eren Watkins, Prevention Specialist Manager, R2I&T Division



TOP FACEBOOK POST

U.S. Army Resilience Directorate
September 9 at 11:00 AM · 🌐

"I had the privilege of meeting the legendary Hall of Fame hockey player Mark Messier on numerous occasions. Every time I did, Mark made a point of asking me about my life, and then listened intently as I gave my response regardless of who else was present or how busy his schedule was. What Mark did was to communicate that I 'mattered' to him. Matter is a critical part of 'Protecting the Tribe' and is something every leader in the Army is in a position to do every day. The... See More

CONNECT TO PROTECT
SUPPORT IS WITHIN REACH

Reach: 35.9K

SOCIAL MEDIA UPDATE

Follow @ArmyResilience

Please coordinate with your Public Affairs Office to share or retweet @ArmyResilience content on Command or Installation Facebook and Twitter platforms. Contact Mr. Chet Curtis for questions regarding ARD social media at chester.r.curtis2.civ@army.mil.

TOP TWEET

U.S. Army Resilience Directorate @ArmyResilience · Sep 28

The recent #AfghanistanWithdrawal has been a rollercoaster of emotions for many. Sadness, anger & frustration can turn into personal stuck points. Learn more: facebook.com/ArmyResilience...

#ArmyResilience
@USArmy @SecArmy @ArmyChiefStaff @VCSA37 @16thSMA @MilitarySource @ArmyMCOM

HOW TO OVERCOME STUCK POINTS

Identify your belief and the emotions that the belief drives. How do you feel when you have this thought?

Impressions: 76K

Army Resilience Directorate

ARD COMMUNITYLINK

October 27, 2021. Volume 5, Issue 5

The ARD Community Link newsletter is an authorized bi-monthly publication produced by the Army Resilience Directorate for the Army community. The contents of the ARD Community Link are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense or the Department of the Army. The editorial content of the ARD Community Link is the responsibility of the Communications, Outreach & Leadership Engagement branch at ARD. For questions, or to subscribe or submit articles and photographs to the ARD Community Link, please contact the editor at antonietta.rico.ctr@mail.mil. This publication is available for download at: <https://www.dvidshub.net/publication/1102/r2-community-link-newsletter>

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